



Transition Awareness Communication

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** All pieces of Awareness Phase messaging will be posted to the OHC Transition web link.*



Core Awareness Messages: MSFC Shuttle Project Office and Transition

- Every employee associated with the Shuttle Project Office (SPO) has gained a tremendous skill which is needed to carryout the rest of the Shuttle missions.
- The expertise and focus of SPO employees is needed to assure the last Shuttle flight is as safe and successful as the first.
- In addition, your knowledge and competencies of human space flight systems and operations is invaluable to the SPO and the next crew exploration vehicle.
- To help us stay focused on our mission, SPO management and OHC are taking proactive steps to enable you to perform your current jobs successfully while providing you with the tools and information to assist with career development
- The SPO will continue to work hand-in-hand with other Center organizations when it comes to matrixing employees. This will allow us to be ready when the transition finally happens and therefore allow for a seamless transition in the future.
- People will be moved to their new roles and responsibilities in increments so that sharing people is not too disruptive.



Core Awareness Messages: MSFC SPO Transition Action Items

- Keep the flow of information going both ways – We will continue to share news with you and you share with us. No holds barred!
- Communication between the managers and employees will be part of the Performance Planning and Evaluation process.
- SPO management is working on performance planning and career development with each employee. Be prepared to discuss your future at that time.
- There will be Shuttle Transition updates at each monthly All Hands meeting.
- SPO Leadership Road Shows throughout MP are currently being planned and scheduled.
- A short SPO Employee Survey will be conducted. Results of that survey will be used in further Transition planning.



Appendix



Core Awareness Messages: What is NASA Transition?

- **As part of the Presidents Vision for Space Exploration, he directed NASA to retire the Space Shuttle by 2010 and develop new launch vehicles for missions beyond low Earth orbit.**
- **To accomplish that requirement, our greatest challenge and top priority will be to:**
 - Safely fly out the Space Shuttle manifest
 - Complete assembly of the International Space Station (ISS) and honor commitments to our international partners prior to retiring the Shuttle in 2010,
 - Develop the new Constellation space systems and prepare them for flight as soon as possible after the Shuttle's last mission.
- **This challenge will involve the transition of the Space Shuttle Program's workforce and property.**

The transition from Space Shuttle to the new vehicle over the next few years provides a rare opportunity to reinvigorate the Nation's space exploration capabilities.



Core Awareness Messages: Why are we doing Transition?

- The second phase of our “space journey,” the International Space Station, is almost complete.
- NASA will extend human influence to another planetary body, allowing exploration of the Moon, attainment of economic and scientific benefits, and the development of the ability to continue to extend the sphere of human influence to Mars and beyond. (~ Dr. Scott Horowitz)
- If we are to stay ahead of the competition, we must put what we know to work or watch another nation put it to work for us.
- “We choose to explore space because doing so improves our lives, and lifts our national spirit.” (~ President George W. Bush, Vision for Space Exploration, January 14, 2004)



Core Awareness Messages: The People Piece of Transition

- To ensure the success of the Shuttle and Constellation, we must have a thoughtful and well integrated plan to help us effectively and safely achieve our goals and best utilize our workforce.
- Through this period, NASA's greatest asset will continue to be its people
- At the same time, our greatest challenge over the next several years will be managing this extremely talented, experienced, and geographically dispersed workforce as we transition from operating the Space Shuttle to utilizing the International Space Station and expanding our reach to the Moon and beyond.



Core Awareness Messages: Transition Workforce Objectives

- Enable a capable, committed workforce to complete the Shuttle manifest and ISS priorities
- Provide a workforce required for Constellation during Shuttle Transition
- Retain critical skills through this Shuttle-to-Constellation gap
- Leverage the Shuttle and ISS industry workforce to implement Constellation
- Identify and manage any workforce geographic dislocation
- Maximize workforce efficiency and knowledge transfer



Core Awareness Messages: The Benefits of Transition for the MSFC Workforce

- **Focus Change:** NASA is moving our workforce from Shuttle and ISS operations work to Constellation design and development
- **Budget:** Overall, NASA will spend the same amount on skilled labor, but with a new emphasis on design of new vehicles to explore beyond low earth orbit. Leaner across the board, more development
- **Reduce Fixed and Operational Costs:** new vehicles must cost less to operate, or we cannot afford to develop the vehicles to explore beyond earth orbit. Must drop production, processing and operations costs.
- **Geographical and Skill Shifts:** Regional workforce impacts of shifting from “vehicle processing” and “operations” to development are becoming clearer. Reducing regional impacts requires assignment of specific Constellation development, test and manufacturing activities.
- **Details Evolving:** Future procurements, contractor selections, and refined lunar requirements will yield more details in 2008 and 2009.



MSFC SPO Transition Team

- SPO Management - Steve Cash and Jody Singer
- Center Transition Manager - Mike Allen
- OHC Transition POC - DeAdrian Maddox
- SPO POCs
 - **J. Cook / T. Kelley**
 - **J. Chapman / J. Honeycutt**
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Shuttle Transition and Management: Consolidated Appropriations Act, 2008

NASA has been asked to outline:

1. Specific initiatives the agency is undertaking to maximize utilization of existing Civil Service and Contractor workforces at each affected Center
2. The Agency's efforts to equitably distribute tasks and workload between the Centers to mitigate the brunt of job losses at heavily impacted Centers
3. New workload, tasks, initiatives, and missions being secured for affected Centers
4. Overall projections of future Civil Service and Contractor workforce levels at affected Centers

Taken from MSFC Deputy Director Robert Lightfoot's Workforce Transition Update, April 1, 2008



